

EXHIBIT

3

EMPLOYEE DISCIPLINARY REPORT

Bloomberg No. 6119

To Personnel Department:

The following warning was issued today and I desire that the warning be made a part of the official record.

<u>Andre Tucker</u>	<u>Service</u>	<u>3/16/00</u>
NAME	DEPARTMENT	DATE OF WARNING

- |  |  |  |
|--|--|--|
| 1. <input type="checkbox"/> UNREPORTED ABSENCE                       | 6. <input type="checkbox"/> FAILURE TO OBEY ORDERS       | 11. <input type="checkbox"/> VIOLATION OF SAFETY RULES       |
| 2. <input type="checkbox"/> TARDINESS                                | 7. <input type="checkbox"/> FIGHTING ON COMPANY PREMISES | 12. <input type="checkbox"/> DEFECTIVE OR IMPROPER WORK      |
| 3. <input type="checkbox"/> DRINKING ON DUTY                         | 8. <input type="checkbox"/> LEAVING WITHOUT PERMISSION   | 13. <input type="checkbox"/> CARELESSNESS                    |
| 4. <input type="checkbox"/> REPORTING UNDER THE INFLUENCE OF ALCOHOL | 9. <input type="checkbox"/> HOUSEKEEPING                 | 14. <input type="checkbox"/> DESTRUCTION OF COMPANY PROPERTY |
| 5. <input type="checkbox"/> INSUBORDINATION                          | 10. <input checked="" type="checkbox"/> IMPROPER CONDUCT |  |

REMARKS

Andre WAS Making False Statements Regarding Company + Mr Joseph Andre WAS informed These Comments Would not be Tolerated in The Future

Signature or Supervisor

3/16/00

I have read this report ----- Signature of Employee

THE ABOVE OFFENSE OR OFFENSES HAVE BEEN NOTED AND ARE MADE A PART OF THE ABOVE EMPLOYEE'S RECORD AS OF THIS DATE.

Personnel Department

Date